

# COLLYHURST NURSERY SCHOOL AND CHILDREN'S CENTRE

## Equality Information and Objectives



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## Revision Information

<b>This document has been approved for operation within</b>	Collyhurst Nursery School and Children’s Centres
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<b>Person Responsible for Policy</b>	Headteacher
<b>Owner</b>	Local Governing Body: Collyhurst Nursery School and Children’s Centres
<b>Signature of Approval</b>	<i>SELIZABETH HADDFOCK – CHAIR OF GOVERNORS</i>

## Contents

1. Aims .....	3
2. Legislation and guidance .....	3
3. Roles and responsibilities .....	3
4. Eliminating discrimination .....	3
5. Advancing equality of opportunity .....	4
6. Fostering good relations .....	4
7. Equality considerations in decision-making .....	4
8. Equality objectives .....	4
9. Monitoring arrangements .....	5
10. Links with other policies .....	5

## 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
  - Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

## 2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
  - [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## 3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, children and parents
  - Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Emma Dawson. They will:

- Meet with the designated member of staff for equality every year, and other relevant staff members, to discuss any issues and how these are being addressed
  - Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
  - Report back to the full governing board regarding any issues

The head of Collyhurst Nursery School will:

- Promote knowledge and understanding of the equality objectives among staff and children
  - Monitor success in achieving the objectives and report back to governors
- Meet with the equality link governor every year to raise and discuss any issues

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## 4. Eliminating discrimination

The school and centres are aware of our obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

The school has a designated member of staff (the head) for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

## 5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have
  - Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim people to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all children to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how children with different characteristics are performing
  - Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own children

## 6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching children about people and communities, and social development, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, children will be introduced to literature from a range of cultures
  - Working with our local community. This includes organising school trips and activities based around the local community
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## 7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
  - Is accessible to children with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## 8. Equality objectives

### Objective one

Undertake an analysis of recruitment data and trends with regard to race, gender and disability by January, and report on this to the finance and audit committee of the governing board.

Why we have chosen this objective: This is not an activity which has previously been undertaken. Understanding and analysing the characteristics of the workforce will provide insight into how the staff represents the community.

To achieve this objective we plan to: Make use of the GMAT business support service to undertake this review.

Progress we are making towards this objective: Service engaged.

### Objective two

Improve the positive representation of people with protected characteristics in all of our settings. Including in books, equipment/toys and displays.

Why we have chosen this objective: Children need to experience playing with and learning about people from a range of different backgrounds. This will enable to them normalise difference.

To achieve this objective we plan to: Ensure that there are a range of representative resources in all settings – including small world characters, books, toy food and costumes.

Progress we are making towards this objective: First order placed April 2022.

### Objective three

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: Linked to objective 1- where we feel that the workforce is not proportionately representative of the community it serves, we want to ensure that this is not due to any bias or unconscious discrimination in the recruitment process.

To achieve this objective we plan to: Broker training.

Progress we are making towards this objective: Staff and governors identified.

### Objective four

Improve the positive representation of and support for same-sex couples in all of our centres.

Why we have chosen this objective: CNS and centres are proud to be a fully inclusive, safe space for all characteristics. We work with several families with same-sex parents, and want to ensure that we do the very best we can for them.

To achieve this objective we plan to: Review display content and printed resources which are used, to reduce heteronormativity.

Progress we are making towards this objective:

## 9. Monitoring arrangements

The head of Collyhurst Nursery School will update the equality information we publish at least every year. At each point, it will be reviewed and approved by governors.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment